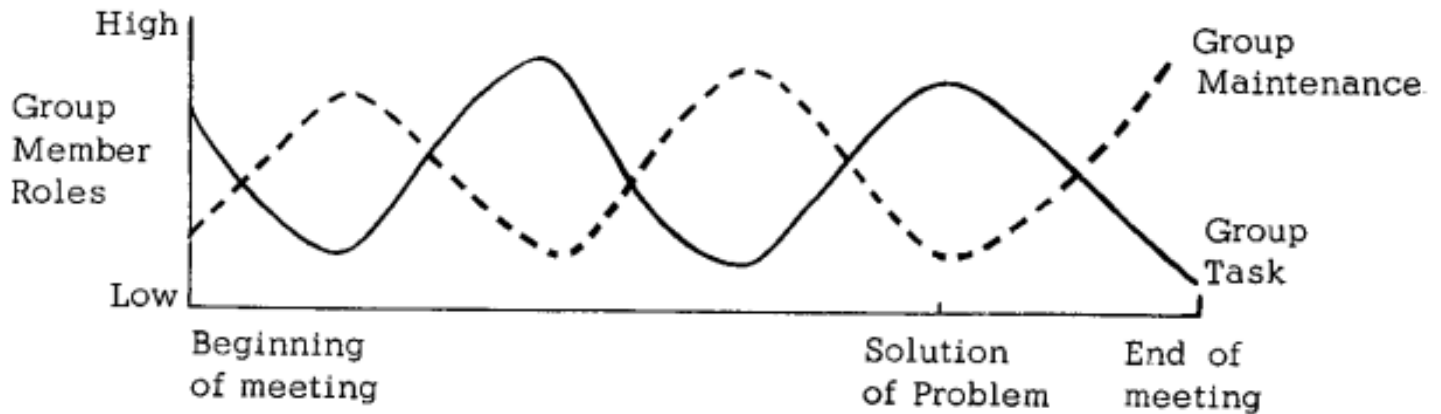


Group Building and Maintenance Roles:

Social Scientists have noted that the activity of a group tends to move through a cycle from the beginning until the problem is solved. Generally speaking, this cycle is one of the task roles - maintenance roles - task roles - maintenance roles, etc. The diagram below may clarify this notion. The major reason for this cycling is that when a group is attempting to complete a task, tension begins to build up between conflicting ideas, values, and attitudes. As the tension increases, group cohesion may begin to decrease. If the group is to maintain itself as a unified force, something must be done to decrease tension, i.e., some maintenance roles must be played.

Excerpted from Cooperative Extension Service Publication; Iowa State University; Ames, Iowa



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